

APPENDIX A

1. A method of identifying a candidate for a position of employment [recruiting], said method comprising the steps of:
 - (a) creating a position advertisement including a datum particularizing said position of employment;
 - (b) storing said position advertisement in a computer searchable position database;
 - (c) associating a [storing at least one search parameter including at least one] keyword [associated] with said position advertisement[in a computer searchable database];
 - (d) associating a search periodicity with said position advertisement;
 - (e) [(d)] upon expiration of a period substantially equal to said search periodicity [in response to a search parameter associated with said position advertisement], searching at least one computer searchable candidate database for a candidate resume including said keyword;
 - (f) [(e)] scoring [said] a candidate resume identified by said search as a function of said keyword; and
 - (g) [(f)] presenting an identity of a candidate associated with said candidate resume identified by said search to a computer user on a basis [as a function] of said score.
2. The method of claim 1 wherein the [steps] step of scoring a candidate resume identified by said search as a function of a keyword [and presenting said candidate resume to a computer user as a function of said score] comprises the steps of:
 - (a) identifying a number of occurrences of said keyword in said candidate resume identified by said search; and
 - (b) comparing said number of occurrences to [presenting said candidate resume to said computer user if said number of said occurrences of said keyword in said candidate resume at least equals] a threshold number of [said] occurrences.

3. The method of claim 1 further comprising the steps of:
- (a) assigning a significance to [said] a keyword; and
 - (b) influencing said scoring of said candidate resume as a function of said significance of said keyword.
4. The method of claim 1 further comprising the steps of:
- (a) associating [storing] at least one candidate screening question [associated] with said position advertisement [in a computer searchable database];
 - (b) upon identification of a candidate resume by said search, automatically requesting a response to said candidate screening question from a candidate associated with said candidate resume identified by said search; and
 - (c) scoring a [said] response by said candidate to said candidate screening question.
6. The method of claim 1 [wherein the step of searching at least one computer searchable database in response to a search parameter associated with said position advertisement comprises] further comprising the steps of:
- (a) [reading a first search parameter associated with said position advertisement specifying a periodicity of said search;
 - (b) reading a second search parameter associated with said position advertisement specifying] associating an identity of a computer searchable candidate database [to be searched] with said position advertisement; and
 - (c) [in response to said first search parameter initiating a search by a computer of said computer database identified by said second search parameter] (b) upon expiration of a period substantially equal to said search periodicity, searching said candidate database associated with said position advertisement.

7. The method of claim 1 wherein the step of searching at least one computer searchable candidate database [in response to a search parameter associated with said position advertisement] comprises the steps of:

- (a) storing an identity of a searchable, computer network accessible, candidate database [reading a first search parameter associated with said position advertisement specifying a periodicity of said search];
- (b) upon expiration of a period substantially equaling said search periodicity; [reading a second search parameter associated with said position advertisement specifying a computer network accessible database to be searched];
- (c) in response to said first search parameter] accessing said computer network accessible candidate database with a computer;
- (c)[(d)] analyzing a text of a candidate resume stored in said computer network accessible candidate database;
- (d) [(e)]scoring an occurrence of said [a] keyword in said text of said candidate resume; and
- (e) [(f)] as a function of said scoring, copying said candidate resume to [a] another candidate database.[,]

11. A method of employment recruiting comprising the steps of:

- (a) creating a position advertisement, including a datum particularizing a position of employment;
- (b) associating a keyword with said position advertisement [at least one search parameter including at least one keyword];
- (c) storing said position advertisement and said keyword in a computer searchable database;
- (d) associating [storing said at least one] a search periodicity parameter in a computer searchable database;
- (e) in response to expiration of a period substantially equal to said [a] search periodicity parameter, initiating a computer search of at least one computer searchable candidate database for a candidate resume including said keyword;

- (f) scoring [said] a candidate resume identified by said search as a function of said included keyword;
- (g) including an identification of a candidate associated with said candidate resume in a [search] result reportable [to be presented] to a computer user if said keyword [resume] score of said candidate resume at least equals a threshold keyword [resume] score;
- (h) in response to a determination that said keyword [resume] score at least equals said threshold keyword score, automatically contacting said candidate and requesting a response to at least one screening question associated with said position advertisement;
- (i) scoring a response of said candidate to said screening question; and
- (j) reporting said screening question response score in a search result presented to said computer user.

12. The method of claim 11 further comprising the steps of:

- (a) requesting said candidate approve contact with an employment reference;
- (b) upon receipt of said approval, automatically requesting a response of said employment reference to at least one reference query; and
- (c) reporting said response to said reference query in a search result presented to said computer user.

13. The method of claim 11 further comprising the steps of:

- (a) assigning a significance to said keyword; and
- (b) influencing said keyword [candidate resume] score of said candidate resume as a function of said significance of said keyword.

14. The method of claim 11 further comprising the step of automatically repeating said search in response to expiration of a period substantially equal to said [a search periodicity specified in a] search periodicity parameter associated with said position advertisement.

15. An employment recruiting system comprising:
- (a) a searchable first data structure storing data associated with an employment position, said data including [at least one search parameter including] a keyword;
 - (b) a searchable second data structure storing data related to a candidate for employment including a candidate resume; and
 - (c) a data processing device to search said second data structure for a candidate resume including said keyword, said search proceeding automatically in response to expiration of a search periodicity [a search parameter] associated with said employment position.
16. The system of claim 15 further comprising:
- (a) a searchable third data structure, accessible from a computer network, said third data structure [for] storing at least one candidate resume; and
 - (b) a network interface enabling said data processing device to search said third data structure for a candidate resume including said keyword.
19. The system of claim 15 wherein said data processing device comprises:
- (a) a position advertisement template user interface including at least one candidate qualification entry to be associated with said employment position; and
 - (b) a screening question template user interface comprising at least one candidate screening query to be associated with said employment position [advertisement].
20. The system of claim 18 wherein said resume scoring instruction further comprises a screening query scoring instruction to score a response to [said] a candidate screening query as a function of a significance weight associated with said candidate screening query.